

Tele : 23019638

E2 Works (PPC) Sub Dte  
Dte of Works, E-in-C's Branch  
Integrated HQ of MoD (Army)  
Kashmir House, Rajaji Marg,  
New Delhi – 110011.

A/37696/Hiring JEs/Pol/E2W (PPC)

06 Feb 18

List 'A' & 'B'

SOP FOR PROCUREMENT AND OUTSOURCING OF  
PROFESSIONAL SERVICES IN MILITARY ENGINEER SERVICES

1. Reference this HQ letter of even No dated 02 Jun 17 (Policy No 07/2017).
2. A large number of representations are being received in Works Dte of E-in-C's Branch from departmental JEs requesting status of promotions, early processing of promotion panels/ boards/ DPCs etc. Such grievances addressed under the heading of outsourcing of JEs/ AEs indicates an ignorance of the issue of implementation of outsourcing and stating that promotion prospects of departmental staff are being affected/ delayed. This is unfounded and unreasonable.
3. It is clarified that: -
  - (a) Outsourcing of professional services do not in any way affect the promotional avenues of the JEs. It is already stated in the SOP that "**Recruitment of regular department engineers shall be prime focus to ensure desired delivery & productivity levels. Outsourcing of professional technical services shall in no way delay/ prolong actions taken for permanent recruitment of regular establishment strength.**"
  - (b) Outsourcing will generally be done to offset the deficiencies and not in lieu of recruitment/ promotion of regular establishment. Hence, this will in no way affect the promotional avenues/ career advancement of departmental JEs nor result in reduction of permanent vacancies of JEs/ AEs.
4. The processing of DPCs and other aspects concerned with departmental promotion are dealt by the Pers Dte at E-in-C's Branch and genuine grievances (if any) expressed by the individuals will be addressed by them. It is requested that correspondence on the subject may be taken up with the Pers Dte at E-in-C's Branch and avoid/ reduce unwarranted correspondence with Works Dte.

5. For information and necessary action.



(Vivek Pathak)  
Col  
Dir (PPC)  
For E-in-C

Internal

DG (Pers) Dte - For information and necessary action wrt your office Note No B/41000/Gen/E1 (DPC) dated 17 Jan 18.

Automation Cell - For uploading on the MES website please.